

WSMV
EEO PUBLIC FILE REPORT
December 1, 2021 – March 31, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

[illegible]

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December 31,2021 – March 31, 2022

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	
2	Application already on file	N	
3	Baylor University One Bear Place #97330 Waco, Texas 76798 Phone : 254 710-4693 Email : paul_carr@baylor.edu Paul Carr	N	
4	Belmont University 1900 Belmont Boulevard Nashville, Tennessee 37212 Phone : 615-460-6490 Mary Claire Dismukes Manual Posting	N	
5	Broadcast Employment Services (tv jobs) PO Box 4116 Oceanside, California 92052 Phone : 760 754-8177 Email : markch@tvjobs.com Mark Holloway	N	
6	Broadcasting & Cable 28 E. 28th Street 12th Floor New York, New York 10016 Phone : 917 331-9498 Zahra Majma Manual Posting	N	
7	Columbia State Community College 1665 Hampshire Pike Columbia, Tennessee 38401 Phone : 931 540-2697 Email : careerservices@columbiastate.edu Tammy Borren	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Consultant Referral	N	
9	Current Gray Employee	N	1
10	Employee Referral	N	5
11	Fisk University 1000 17th Avenue North Nashville, Tennessee 37208 Phone : 615 329-8504 Email : lwells@fisk.edu Latreace Sankey-Wells	N	
12	Former Employee	N	
13	GlassDoor.com - not directly contacted by SEU	N	
14	Indeed.com	N	3
15	Internet Ad-not directly contacted by SEU	N	
16	Linked In - not directly contacted by SEU	N	1
17	Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Phone : 515 284-2812	N	1
18	NATAS Nashville/Midsouth 161 Raines Avenue Nashville, Tennessee 37203 Email : emmynash@aol.com Geneva Brignolo	N	
19	National Association of Black Journalists 901 Broadway Unit 24174 Nashville, Tennessee 37202 Phone : No Phone Email : nashvillenabj@gmail.com Kenisha Rhone	N	
20	Non-Employee Referral	N	
21	Unknown- source not properly documented		2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	GRAY TV/ WSMV website 5700 Knobb Road Nashville, Tennessee 37209 Phone : 615 353-2206	N	10
23	Virtual Job Fair – various		1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			25

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO Training for Management Level Personnel	February 17, 2022 Our Human Resource Director attended the FCC EEO training Webinar presented by Joan Stewart at Wiley Law. <i>The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations</i>
2	Participated in Job Fair	ON August 2, 2021, Our Human Resource Director participated in the Tennessee Association of Broadcasters Virtual Job Fair
3	Participated in Job Fair	On March 22, 2022, our Director of Marketing attended the Savannah College of Art & Design's Virtual Career Fair.
4	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 3 rd , 2022, our Investigative Reporter spoke at the National Institute of Computer Assisted Reporting Conference